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Evaluating Large-Scale Training Simulations

Volume II: User's Manual

Henry Simpson

Defense Manpower Data Center · Seaside, California

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Preface

This manual is intended to help military training evaluators design meaningful training effectiveness evaluations. It describes evaluation methods and gives many examples of evaluations that may be used as models to emulate. It stresses the practical how-to rather than the study of evaluation as an end in itself.

Training effectiveness evaluations are conducted to determine how well a particular way to train works. In this manual, the focus is on evaluating the training effectiveness of large-scale training simulations (LSTS).

This manual consists of two volumes: I (Reference Manual) and II (User's Manual). Volume II presents an introduction to training evaluation and a roadmap to the more in-depth content of Volume I. Readers are encouraged to start with Volume II.

Objectives of this manual are to:

- Provide guidance to help analysts design meaningful training effectiveness evaluations
- Describe procedures for alternative methods of conducting training effectiveness evaluations
- Provide examples of training effectiveness evaluations that may be used as models to emulate

The views expressed in this manual are those of the author, are not official, and do not necessarily reflect an official policy position of the Services, the Department of Defense, or the U.S. Government.

H O W T O U S E T H I S M A N U A L

Manual Organization

This volume introduces these topics:

1. Evaluation Principles
2. Personnel Considerations
3. Developmental Phases and Milestone Decision Points
4. Evaluation Objectives
5. Evaluation Methods
6. Evaluation Criteria
7. Case Studies
8. Evaluation Problem Areas
9. Evaluation Framework

Suggested Reading Strategy

Read the User's Manual first. Read the Reference Manual as necessary to obtain more in-depth information.

Each chapter in this manual contains a section titled *Further Reading* that identifies related chapters in the Reference Manual. Read these chapters for further discussion of the topic discussed in the chapter.

Warning

This is not a cookbook for LSTS evaluation. It presents guidelines to help plan and conduct evaluations. Follow these with care and critical judgment. LSTS are complex, and no one has yet devised a standard method to evaluate their training effectiveness. While guidelines may help, evaluators must apply them with discretion and rely on the expertise and technical skills of their evaluation team.

What Do You Think?

The evaluation guidelines presented here are intended to apply in evaluating any LSTS. Whether or not they will do this, or do it well, remain open questions. As they need further refinement, regard them as *suggestive* rather than *prescriptive*.

If you have reactions to this manual— criticisms, things you like or find particularly useful, suggestions for changes or improvements— contact the author directly or the OSD sponsor of this manual.

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